

Proposed Operating Principles:

As a group and as individuals:

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| ➤ We will keep it <u>informal</u> , yet structured, and start on time | ➤ We will “ <u>be present while we are here</u> ” (turning off cell phones) |
| ➤ We will encourage maximum participation, being <u>open / candid</u> here in the session | ➤ We will take <u>silence to mean affirmation</u> or informed consent |
| ➤ We will <u>listen</u> and not dominate | ➤ We will <u>trust the process</u> |
| ➤ We will remain <u>constructive</u> | ➤ We will <u>be specific</u> and use examples to avoid unintended misunderstandings |
| ➤ We will focus on and commit to the <u>greater good</u> | ➤ We will operate with <u>consensus</u> , as defined below |

Definition of Consensus:

- All participants have an opportunity to give input, exercised or not
- Participants’ ideas have been acknowledged by the group and each person feels they have been “heard”
- Participants indicate that they can live with the outcome of the process; they will not speak negatively or work against the outcome, since the process has been fair
- Participants accept that consensus is not necessarily unanimous agreement